

Date Submitted	Department	Mode of Exit	I am leaving because	Is there anything that would have changed your mind about leaving?	What industry are you moving to?	1A. The expectations and responsibilities of my role were clear	1B. I was able to use my skills, knowledge and experience in my role.	1C. My leader was approachable and supported me	1D. My team was effective in meeting its priorities and objectives	1E. Relevant training and development opportunities were offered	1F. I had access to career development opportunities	1G. I had regular performance and development conversations	1H. I felt my core business were recognised and valued	1I. I had good relationships with others and felt a sense of belonging	1J. I experienced a safe working environment	What did you like most and least about working for the City of Marion?	What suggestions do you have on where the City of Marion could improve?	How likely would you be to recommend the City of Marion as an employer to your friends and family?	Would you consider working again for the City of Marion?	Any other comments you would like to make?	Would you like to meet with your People and Culture Business Partner to discuss any of the above?
30/06/2023	City Development	Resignation	["Relocation"]	Nothing	nothing planned going travelling	Disagree	Agree	Disagree	Disagree	Agree	Agree	Disagree	Agree	Agree	Agree	The people I worked with directly. Being part of the local community. The lack of support and understanding around peoples mental health during difficult times the team broke. Just offering LBP as what seemed as the only option in assisting people in every hard times but that was very unhelpful and not our own.	Better training and support to all staff around anxiety and depression.	5	Maybe		No thank you
15/06/2023	City Development	Resignation	["job not right for me"]	Unfortunately, there is nothing that could have been done in my eyes to avoid my resignation or change my mind. Additionally, I believe that trying to change a persons mind creates a un healthy environment. In my opinion both the employer and employee have to be a right fit. In this case, I do not feel I am the right fit for the job.	Private	Agree	Neutral	Neutral	Agree	Strongly Agree	Strongly Agree	Disagree	Agree	Agree	Agree	No answer	No answer	6	Maybe		No thank you
14/06/2023	City Services	Resignation	["Relocation", "Career progression", "Lack of development opportunities", "Leadership", "Culture"]	No had enough of incompetence and different rules for certain people	Public sector - State	Neutral	Disagree	Neutral	Neutral	Neutral	Disagree	Strongly Disagree	Neutral	Neutral	Neutral	Originally worked for ratepayers now has become all about stats and numbers on a screen unfortunately	Be more pro active instead of reactive	8	Maybe	The gap between bottom and top is ridiculous. People leaders aren't respecting the chain of command and seem to filter down not both ways.	No thank you
30/05/2023	City Services	Resignation	["Relationship with leader", "Leadership"]	Some empathy and better communication	Looking to volunteer instead	Disagree	Strongly Agree	Disagree	Agree	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	I love my job - working with young families, running programs and events for kids of all ages and providing outreach services	We have always had a great culture within the City of Marion - a strong leadership with clarity of roles and clear communication.	7	No	I will always treasure the strong relationships that I have built in the community and within the City of Marion. Made friends, learnt.	No thank you
17/05/2023	City Development	End of Contract			not decided	Strongly Agree	Agree	Strongly Agree	Strongly Agree	Agree	Agree	Agree	Strongly Agree	Agree	Agree	Friendly staff, team spirit and manager's support is excellent.	Improvement to staff facilities such as kitchens, toilets and the provision of showers, would be a positive.	10	Yes		No thank you
20/04/2023	City Services	Resignation	["Career progression"]	I am heading as I have completed my university degree in paramedicine and successfully obtained a position in an ambulance service. I am very sad to be leaving, and am very grateful for the opportunity that I have received at the City of Marion	Government - health	Agree	Strongly Agree	Strongly Agree	Strongly Agree	Agree	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	I felt supported in everything that I did. When I had doubts about my ability to do something, my managers would take time to develop my skills. I look back on my time and see how far I have come and how quickly my knowledge grew.		8	Yes		No thank you
11/04/2023	Office of the CIO	Resignation	["Family / Personal reasons"]	If the Organisation could have supported one of the other options I presented.	NI	Agree	Strongly Agree	Neutral	Agree	Agree	Neutral	Neutral	Agree	Agree	Agree	There were several inconsistencies in information I received from P&C regarding pay, public holiday entitlements or leave. I have had pay discrepancies from my personal leave which has all not been rectified after 2 months. City of Marion is at the forefront of Technology and use tools for staff to use in comparison to other places I have worked. The transition to work off site is quite seamless. I feel that the Work from home and flexible working arrangements need to be fair and equitable for all, potentially a policy surrounding this to ensure consistency across teams and the organisation. Flexible arrangements within teams need to be truly flexible for all without judgement or higher importance placed on certain reasons for needing flexibility. I feel that the same people are allowed to take the same time each week and others do the work around or stay in the office a lot more. As new people come into teams they need to be afforded the same flexible opportunities as existing employees.	A combination of staff turn over and working from home means that it is harder to build relationships across the organisation. Being back onsite or more covers for new starters and encourage staff to work across the sites.	7	Yes	Thank you for the opportunity	No thank you